

**HUMAN RELATIONS ADVISORY BOARD
DECEMBER 01, 2010 MINUTES**

The Human Relations Advisory Board of the City of Mesa met in a regular Human Relations Advisory Board Meeting December 01, 2010, 6:00 p.m. in the Upper Level, City Council Chambers, 57 E. First Street.

MEMBERS PRESENT

James May, Chair
Rory Gilbert, Vice Chair
Ana Cadillo
Stacey Dillon
Denise Heap
Frank Johnson
Wayne Manske
Lela Hinds-Peterson
Orchidia Peterson

MEMBERS ABSENT

Terry Benelli
Hong Chartrand

STAFF PRESENT

Mary Berumen
Brandy Howard
Karen Stegenga
Jennifer Hedges

GUESTS

1. Welcome and Introductions.

Ms. Gilbert welcomed the audience and board members.

Ms. Stegenga introduced Commander Joe Shelley and Lieutenant Deanna Cantrell from the Mesa Police Department.

2. Approval of minutes from the October 27, 2010 board meeting.

A motion was made by Ms. Dillon to approve the October 27, 2010, Human Relations Advisory Board (HRAB) minutes. Mr. Manske seconded the motion. The motion carried unanimously.

3. Items from Citizens Present.

No items from citizens present.

4. Hear a presentation from Saul Solis regarding the East Valley Coalition on Immigration Reform.

Mr. Solis was unable to attend.

5. Discuss and provide direction on the scope, goals and objectives of the Ad Hoc Project Teams.

Ms. Berumen discussed having three Ad Hoc Teams: Veterans and Disabilities, Marketing and Communication, and Community and Education. She suggested splitting the Community and Education team into two, with the new team working on veterans and disabilities projects.

Mr. May reminded the board that at the October 27 HRAB meeting, it was discussed that Mayor Smith be invited to speak to the board regarding his direction for this subcommittee. Mr. May expressed concern by creating a third subcommittee, the board would be creating another meeting that needed to be held and recorded, and questioned whether staff would be available to take on an additional subcommittee. Mr. May agreed that the task of handling veterans and disabilities issues is significant enough that splitting the Community and Education team seems necessary to achieve balance.

Ms. Berumen stated that in her conversation with Kathy Macdonald, Chief of Staff, the Mayor wanted the subcommittee to compile resources and to educate veterans on the resources available to them in Mesa. This resource list can be compiled and maintained through the Diversity Office, however; if an issue arises that more research and/or discussion is needed, the board can create an Ad Hoc team. Ms. Berumen stated that if a veteran or disability issue arises, the Diversity Office can bring those forward and the board can split into an Ad Hoc team to address those issues.

Mr. May clarified that rather than a "standing" Ad Hoc Project Team; staff would collect information to bring to the board for the purpose of developing an Ad Hoc Project Team for a particular purpose and a particular period of time.

Mr. May suggested board members could self-select to be on the Veterans Ad Hoc Team when issues arise, instead of having a standing team. Ms. Heap stated that the public can attend any Ad Hoc team meeting; meaning any board member can attend as the public without affecting quorum.

Ms. Gilbert agreed with Mr. May about being mindful of staff time by subdividing. If the concern is meeting quorum requirements for the larger Ad Hoc team, is there a way to convene a

subcommittee that would allow board members more flexibility on attendance and meeting quorum requirements.

Ms. Berumen suggested that the Ad Hoc Project Teams become "project oriented" as opposed to "team oriented"

Ms. Heap explained that every committee is open to the public and the public is allowed to address the board. If board members are able to commit to a committee they would become committee members, however if a board member is unable to commit but is still interested and still wants to be involved in a committee, they can do so by attending as citizens present.

Ms. Berumen agreed with Ms. Heap's suggestion of attending as citizen's present. She suggested that the board self-select what Ad Hoc team they would like to be a part of as team members.

6. Hear an update, discuss and provide direction on items presented by the:

a. Ad Hoc Community and Education Project Team

- Give an update on the creation of an anti-harassment, non-discrimination ordinance for the City of Mesa
- Give an update on best practices for community response to hate crimes and assessing Mesa's response
- Give an update on creating and implementing a way to honor Mesa veterans returning from the Iraq and Afghanistan wars

Ms. Berumen asked the Board Chair to write a letter to City Council informing them of the board recommendations to honor Mesa veterans.

- Give an update, discuss and provide direction Ad Hoc Community and Education Project Team motions:
 1. Create opportunities for continued exploration and education efforts related to potential anti-harassment, non-discrimination ordinances for: 1) the Human Relations Advisory Board, 2) the community, 3) the Mesa City Council.
 2. Organize a day-long public Diversity Forum, to be held Saturday, March 26.
Ms. Gilbert passed out a copy of the Healing Racism agenda as a template for the Diversity Forum.
 3. If granted approval from proper channels, film Forum events for later distribution.
 4. Participate in Community Cinema monthly film series to be organized by the Diversity Office.

Ms. Howard explained the PBS Independent Lens Film series that partners with Community Cinema. Community Cinema is a groundbreaking public education and civic engagement initiative featuring free monthly screenings of films from the Emmy Award-winning series Independent Lens. The series allows community members to gather for dialogue, education, and awareness with each film.

Ms. Heap explained that experts will be brought in at the January meeting to define and give implications of anti-harassment, non-discrimination, and hate crimes ordinances. Ms. Berumen clarified that each ordinance will be explained in detail to the Ad Hoc Project Team as well as implications each ordinance would bring to the City.

Ms. Heap asked for a vote of item number one; Mr. May clarified that the board would be voting in favor or against creating opportunities for continued exploration and education efforts related to potential anti-harassment, non-discrimination ordinances for 1) the Human Relations Advisory Board, 2) the community, 3) the Mesa City Council. The board voted yes unanimously.

Ms. Gilbert asked for a vote of item number two; Mr. May clarified that the board would be voting for or against a day-long public Diversity Forum, to be held Saturday, March 26, 2010. Voting yes would create a subcommittee to take care of planning. The board voted yes unanimously.

Ms. Heap asked for a vote of item number three; Mr. May clarified that voting yes would allow Ms. Heap to ask her references to film the Diversity Forum on March 26. The board voted yes unanimously.

Ms. Heap asked for a vote of item number four; Mr. May clarified that the board would be voting for or against participating in Community Cinema's monthly film series. Ms. Gilbert further explained that voting yes would allow the HRAB to help find facilitators and review upcoming films for relevance. She also mentioned the Anti-Defamation League conducts a free monthly film series. The board voted yes unanimously.

b. Ad Hoc Marketing Strategies Project Team

- Give an update on the progress made on logo, brochure, and Web.

Ms. Dillon reported that the deadline for any additions or revisions for the HRAB brochure has past and the team will move forward with the brochure template. She also reported that HRAB name badges have been ordered and that there has not been any update on HRAB business cards. Ms. Dillon informed the board that Web links will be added to the HRAB Homepage.

- Give an update on the progress made on updating and adding to the emerging community list.

Ms. Dillon reported that the team is still collecting and adding names and organizations to the emerging community list.

- Give an update, discuss and provide direction on the need for a social media plan.

Ms. Dillon made a motion to allow the Diversity Office create a Facebook and Twitter page. The Facebook and Twitter pages would allow the HRAB to announce a calendar of events and post links to relevant events, issues, etc.

Ms. Berumen informed the board that the Ad Hoc Project Team will be meeting again later in the month to go into further detail about the content, events, and bios that will be added to Facebook. She stated that the board does not have to vote on the motion at this time.

7. Give an update on ADA and disabilities issues.

Ms. Berumen updated the board that the Disability Consortium's ADA/Fair Housing conference is on hold until further notice.

Ms. Berumen stated that the Independent Lens film "For Once In My Life", which features stories of the disabled, will be shown through the Community Cinema series on January 27, 2011.

Ms. Gilbert mentioned that the Department of Justice issued new guidelines for accessibility of State and Local Government Websites for people with disabilities. Mr. May commented that the US Equal Employment Opportunity Commission in 2010 has had the highest amount of ADA complaints in several years.

8. Discuss and provide direction on board and committee meeting attendance.

Agenda items was discussed and addressed in agenda item number five.

9. Mesa Police Department Report.

Ms. Stegenga explained the process that Mesa Police use when reporting Hate/Bias Crimes. 1) The Officer takes a report and if they feel the incident fits the criteria for a Hate/Bias Crime, they check that box on the report. 2) The report goes to the department Quality assurance/Uniform Crime Reporting (QA/UCR) staff for review. 3) The QA/UCR staff reference several handbooks from the FBI to determine if the incident can be classified as a Hate Crime. 4) After review and classification, they pass the information on to DPS. DPS then compiles the statewide reports for the FBI on a quarterly basis.

Ms. Stegenga informed the board that the FBI determined that Mesa had eight Hate/Bias Crimes in 2009; four involving race, one involving religion, two involving sexual orientation, and one involving ethnicity. The entire 2009 Annual Hate Crime Statistics report from the Department of Justice can be found at <http://www2.fbi.gov/ucr/hc2009/index.html>.

Ms. Gilbert asked if the board could get the number of reports officers have checked as a Hate/Bias Crime.

Ms. Peterson asked if the Hate/Bias Crime report shows where in Mesa those crimes are occurring and if there is a trend in certain areas within the city. Ms. Stegenga stated that the report usually isn't area based but will ask if it can be compiled that way.

10. Diversity Officer's Report:

- a. Hear an update on the Diversity Office and Neighborhood Outreach Office, Fair Housing and Human Services activities.

Ms. Berumen informed the board that her responsibilities have grown to include the Diversity Office, the Neighborhood Outreach Office, Fair Housing and Human Services Office.

She informed that her staff will be marketing more programs and events.

11. Report on conferences and/or meetings attended.

No reports were given.

12. Scheduling of meetings, future agenda items, and general information.

Ms. Gilbert invited the board to attend the Anti-Defamation League and Scottsdale Community College's presentation of The Many Faces of Hate Film Series "A Dream in Doubt" on December 8 from 6:30 – 9:00 pm at Scottsdale Community College.

Ms. Dillon reported that the Wounded Warrior Project will be holding a rehabilitative bicycling ride from Nevada to Arizona on the latest stop of Wounded Warrior Project's (WWP) National Soldier Ride on December 2 and 3.

Ms. Dillon also reported that a fundraiser will be held on December 4 for former Mesa Police Officer, Lance Heivilin.

Ms. Berumen shared an event forwarded to her by Ms. Benelli, Exhibition on Race: Are We So Different? at the Arizona Science Center open now through January 2.

Ms. Heap informed everyone that today (December 1) is World AIDS Day and to remember all those that have lost their lives to AIDS and those who continue to live with the disease.

Mr. May asked if there are any updates to the MLK Celebration events being planned for January. Ms. Berumen stated that she had not received any more information.

13. Scheduling of meetings, future agenda items, and general information.

Ms. Heap reminded the board that the next Regional Human Relations Advisory Commission meeting is to be hosted by Mesa. Ms. Berumen will follow up with the Regional team as to the correct date of the meeting.

Ms. Gilbert asked that information regarding the Diversity Leadership Alliance December 15th workshop entitled *How to Get Along With Others Without Hiring a Hitman* be sent by Ms. Berumen to the board.

Ms. Berumen reminded the board that there will not be a regularly scheduled December HRAB meeting. The next HRAB meeting is scheduled for January 26, 2011 in the Lower Level, Council Chambers.

14. Adjourn

Mr. May adjourned the meeting at approximately 7:04 p.m.

***The next regular meeting is on January 26, 2011, at 6:00 p.m.
Lower Level, City Council Chambers.***

Submitted By:


Mary Berumen,
Diversity Office Director